



CTC NEWSLETTER



Career Transition Center
George P. Shultz National Foreign Affairs Training Center
U.S. Department of State

This month we are varying our format to offer several short articles on a variety of topics that we hope will interest you. They were all prepared by the CTC Staff. Let us know what you think!

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CTC INTERNET WEBSITE

www.state.gov/m/psi/tc

WORKING FOR THE USG AFTER RETIREMENT

For Civil Service & Foreign Service there are several ways to be re-employed by the USG after retirement. Some are better than others!

Re-employment As A Direct-Hire Civil Service Employee

You can be re-hired as a Civil Service Employee. This option is available to both Foreign Service and Civil Service Retirees. Unlike the Foreign Service, there is no mandatory retirement age for the Civil Service. As long as you receive satisfactory performance evaluations and are able to perform the required duties of the position, you can work until you die at your desk. But, your retirement annuity will be suspended and you will have to work fulltime to earn only the salary of the position.

Employment As A Personal Services Contractor

Again, this option is available to both Foreign Service and Civil Service Retirees and there are no age restrictions. There are also no restrictions on how many hours you can work. Best of all, PSC employment does not affect your retirement annuity. There is even a possibility that some benefits might be involved. So, you would earn your annuity plus whatever salary you are offered as a PSC. A pretty good deal.

Few State Department bureaus have PSC authority. The ones we know that have PSC authority are:

- CA - Consular Affairs
- INL - International Narcotics & Law Enforcement Affairs
- OBO - Overseas Buildings Operations
- DS – Diplomatic Security

We have invited all those bureaus to advertise their PSC vacancies with us, but have only received one response so far. You may have noticed several OBO PSC job leads lately. Hopefully,

other bureaus will join them – after all, we're free! Advertisement of State Department PSC vacancies varies by bureau and by position, but may include:

- FedBizOps - www.fbo.gov
- Military Officers' Association of America - www.moaa.org
- USAJobs - www.usajobs.gov
- Monster.com – www.monster.com

You can monitor those websites periodically, but, the best way to find out about their vacancies is to let those bureaus know you are available and what your skills are, then keep in touch with them over time – Network, network, network!

USAID hires PSCs to work in a variety of fields both in Washington and in USAID Missions worldwide. They usually advertise in FedBizOps (www.fbo.gov) or on their own website (www.usaid.gov/business/business_opportunities/).

Employment As A WAE

This option is available to Foreign Service Retirees and means "When Actually Employed." It is temporary, part-time, intermittent work and, even after you sign up with a bureau, there is no guarantee of employment.

Both geographic and functional bureaus in State Department hire WAEs, but their ability to hire is limited by, you guessed it, their budgets. Again, the best way to find out about these jobs is to network. Very occasionally a bureau will ask the Career Transition Center to advertise a WAE vacancy, but they generally draw on their own stable of WAEs.

USAID has begun a very similar program to meet their staffing demands. It is called the Surge Roster. It is available to Civil Service and Foreign Service Retirees, but only to those who retired at the GS-13 or FS-2

"If we can ever make red tape nutritional, we can feed the world."

- Robert M. Schaeberle



grade or above. We believe that they have the same limitations on hours and pay as State Department has on WAEs.

Those limitations are:

- Your work hours are limited to 1040 maximum per appointment year
- You are paid only for the hours you work
- You are appointed for only one year at a time

But, if you can get work as a WAE, you can earn your annuity plus your WAE salary and you will have worked only half the time! Now, there's a good deal!

"Retirement at sixty-five is ridiculous. When I was sixty-five I still had pimples."

- George Burns

Employment By A USG Contractor

Obviously, this doesn't really fall into the USG re-employment category, but it can feel like it! Companies that are awarded USG contracts often recruit former employees of the contracting agency. Several JSP grads are now working in their old offices and doing work very similar to the work they did before retirement, but are being paid by a private company that is contracted by the USG. That type of employment is available to both Foreign Service and Civil Service and is restricted by conflict of interest regulations. Salary received

from a private company does not affect your retirement annuity and may include additional benefits. So, you can earn your annuity plus the salary from the private company. A pretty good deal.

Where can you find out about these job opportunities? State makes it hard and USAID makes it easy. You can probably find State Department's contractors on the GSA website (www.gsa.gov/Portal/gsa/ep/home.do?tabId=0) but it is very difficult and time-consuming to navigate if you are not a contracting expert. If you know of easier sources of information on USG contracts awarded, please let us know!

On the USAID website (www.usaid.gov), you can look at "Business Opportunities" or search for contracts, grants, or "partners" in regional bureaus to find the names of companies with which USAID has contracts. They even offer hyperlinks to some of their partners. Their Iraq contractor connections are especially good right now.

Networking is your best way of finding out about these opportunities. Keep up your contacts in your old bureaus and ask them to alert you whenever contracts are awarded. You can also monitor publications like the *Washington Business Journal* (www.bizjournal.com), *The Washington Post* (www.washingtonpost.com), and *Government Executive*.

"The question isn't at what age I want to retire, it's at what income."

- George Foreman

THE SID-W 2005 ANNUAL CAREER CONFERENCE

Nedra Hartzell and Amy Pitts attended the 2005 Annual Career Conference of the Society of International Development in May. It

was an excellent conference and included some very knowledgeable and interesting speakers, such as:

- Asif Shaikh, President, of SID-W and President/CEO of IRG
- Joan Dudik-Gayoso, SID-W Board Member
- Alonzo Fulgham, Director, South Asia Office, USAID
- Tony Barclay, President/CEO of DAI
- Jennifer M. Brinkerhoff, Author of *WORKING FOR CHANGE: MAKING A CAREER IN INTERNATIONAL DEVELOPMENT* and Associate Professor of Public Administration at GWU
- Martin Tillman, Associate Director of SAIS at Johns Hopkins University
- Kami Dar, Senior Partner of The Development Executive Group
- Paula Feeney, Senior Advisor for Business Development & Marketing at Emerging Markets Group

The speakers focused on the field of international development, but many of the points they made were good reminders for all job seekers in all fields. Here are a few.

Keep your options open to expand your horizons. Manage your job search in a way that makes room for accidents and serendipity, because unforeseen things always happen. In the job search, be flexible and keep an open mind – Never say Never!

Give priority to -- and take responsibility for -- your own professional development. Think of each job as an investment in your professional future. Figure out where you fit in the profession, preferably in more than one area so that you will be more flexible and marketable. Market your transferable skills. Continue to learn (SID, Woodrow Wilson Center, World Affairs Council, etc.)

When marketing yourself as an "older" or "mature" job seeker, you must demonstrate

adaptability and willingness to learn new things. Some advantages you have as an “older” or “mature” job seeker are that you have more self-knowledge and you already have a professional base and network.

Stay active in the search – schedule several search activities (informational interviews, letter writing, networking events, etc.) every week. Include everything that is important in your resume and cover letter and don’t forget key words. Network, network, network!

JSP Graduate Paula Feeney offered this valuable advice: Before accepting a job, be comfortable with these factors (listed in order):

- the work itself – can you contribute there? can you learn there?
- is there room in the organization for you to grow professionally?
- is the location (and travel, if applicable) acceptable to you?
- do you fit into and like the corporate culture (including the pace of work)?
- is the compensation acceptable?

*“I wanna talk about me,
I wannna talk about I
I wanna talk about number one,
ol’ my me my
What I think, what I like, what I know,
what I want, what I see
How I like talking’ about you you you you
usually
But occasionally
I wanna talk about me me me me me
I wanna talk about me”*

- “I Wanna Talk About Me” by Toby Keith & Bobby Braddock

NETWORKING ADVICE FROM EXECUNET

In May 2005, the website Execunet (www.execunet.com) had an excellent little

article on networking in their free monthly newsletter on executive job searches. They defined networking in the job search as “the type that builds relationships based on trust and helps you and your contacts advance your careers.”

Here are some of the points they made in the article:

- Networking is “(an attitude) that should be part of your day-to-day job search and career advancement activities.”
- You can’t take shortcuts in networking or react automatically. It requires attention to detail, courtesy, and individuals.
- Networking is “gathering information,” not asking for help. But, in these exchanges, you must be honest with your contacts about your job-seeking status.
- Networking is a two-way street. You should be generous with your own knowledge and assistance.



JOB SEARCH RESEARCH – RELOCATION SITES

We have often stressed the importance of doing your research before and during a job search. You should also do good research on possible places to look for that job. There are lots of factors to consider in that research and some of the studies can be confusing, as evidenced by the reports below.....

Highest Incomes Per Capita

On Monday, May 23, 2005, in the "By the Numbers" column of *The Washington Post*, Neil Irwin listed the metro areas in the U.S. with the highest incomes per capita in 2003 in an article entitled "Where the Jobs And

Income Are" (Page E-02 in hard copy or online at www.washingtonpost.com). Here were the top 5 metro areas with their per capita salaries (!!!):

- | | |
|----------------------|----------|
| 1. Bridgeport, Conn. | \$60,803 |
| 2. San Francisco | 46,958 |
| 3. San Jose | 46,072 |
| 4. Washington, DC | 44,056 |
| 5. Boston, MA | 43,135 |



*"I got some
ocean front
property in
Arizona.
From my
front porch
you can see
the sea.*

*I got some ocean front property in Arizona.
If you'll buy that, I'll throw the golden gate in
free."*

*- "Ocean Front Property"
as sung by George Strait*

Cost of Living

Wondering how those salaries compared to the cost of living in Washington, DC (which we think is high enough!!!), we did a little research on Salary.com. According to them, only one of the five has a lower cost of living than Washington, D.C. and that was Bridgeport. Salaries in Bridgeport were generally 5.8% higher than in DC. O.K., not bad. But San Francisco was a whopping 46.3% higher in cost of living and salaries are generally only 10.7% higher. Yikes!

Salary Value Index

Our hopes of retiring to a dog walking job in beautiful San Francisco were further deflated by a Salary.com (www.salary.com) report in May. In their "Salary Value Index" they listed the top U.S. metro areas for "building your personal net worth (taking into account local salaries, cost of living,

and unemployment relative to the national average). Median base pay was correlated across more than 2,500 different benchmark jobs in our calculations. Housing costs, living costs, and metro unemployment/job growth figures were also used to rank the metro areas." There at the very bottom of their list were:

1. New, York, NY
2. San Francisco, CA
3. Stamford, CT
4. San Jose, CA
5. San Diego, CA

Notice a few similarities? Sigh. Another dream dashed. Even if we can make better money as dog walkers in San Francisco than we could in Washington, DC, the cost of living is significantly higher and it will be very hard to maintain a secure financial status.

Educational Level

But, wait! There's hope! Do you want to live in a city of really smart people? Well, then, according to American City Business Journals, Boulder, Colorado, is the Number One place to go. They analyzed 171 urban centers in the United States by studying the educational levels of working-age adults (25 to 64 years old) in 2003. 59% of the adults in Boulder have a bachelor's degree!

1. Boulder, CO
2. Stamford, CT
3. San Francisco, CA
4. Madison, WI
5. Boston, MA

More overlap! Could there be a correlation between income and educational level? Duh.

Your Own Dreams/Visions/Fantasies

Maybe the best way to choose your new home town is the way this JSP graduate did it. (The names and locations have been changed to protect the innocent!)

*"I think that I have an interesting story to tell about changing my life through work in my post-State Department years. I didn't end up retiring from State until *****, then I moved to ***** to renovate an old house and participate in the revival of this old ***** town. I didn't know what I wanted to do for paid work, but I had a clear image of myself walking to work in our historic district. As it happens an established independent bookstore announced plans to open a branch in our downtown and I joined in the effort of opening and running the new bookstore. [It] opened last November. I've really enjoyed my introduction to the retail side of the book business (I'm a librarian, I was a Foreign Service Specialist in Public Diplomacy) and especially the chance to interact with all the readers in my new city and county. I love the work and I'm contributing to the revival of my adopted town in a concrete way."*

Doing your research is important, but so is following your dream.

"Trust your instinct to the end, though you can render no reason."

- Ralph Waldo Emerson

ATTENTION JSP GRADS!

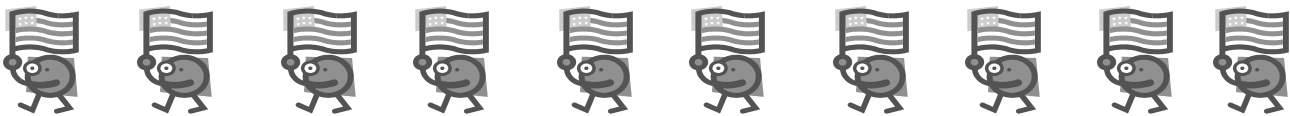
Next CTC Job Fair

The next CTC job fair will be held on August 23, 2005 from 1:00 to 4:00 pm in the Field House at the Shultz Center (aka FSI).

Happy Independence Day!

"A man's feet should be planted in his country, but his eyes should survey the world."

-- George Santayana



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